

<b>UNITED STATES ENVIRONMENTAL PROTECTION AGENCY</b> <b>HUMAN RESOURCES SHARED SERVICE CENTER</b>							
<b>POSITION DESCRIPTION</b> <i>(Please read instructions on back)</i>					1. Position No. <div style="border: 1px solid black; padding: 2px; display: inline-block;">DXXXX15</div>		
					2. Incumbency Allocation Only? <div style="border: 1px solid black; padding: 2px; display: inline-block;">May not be IA'ed</div>		
3. Reason for Submission <div style="border: 1px solid black; padding: 2px;">New</div>		4. Employing Office Location <div style="border: 1px solid black; padding: 2px;">Dallas, Texas</div>		5. Duty Station <div style="border: 1px solid black; padding: 2px;">Dallas, Texas</div>		6. BUS Code <div style="border: 1px solid black; padding: 2px;">8888</div>	
Explanation (Show any positions replaced)		7. Fair Labor Standards Act <div style="border: 1px solid black; padding: 2px;">Exempt - Executive</div>		8. Financial Statements Required <div style="border: 1px solid black; padding: 2px;">OGE-450 Required</div>		9. Cybersecurity Code <div style="border: 1px solid black; padding: 2px;">a. 000 b. 000 c. 000</div>	
		10. Position Status <div style="border: 1px solid black; padding: 2px;">Competitive</div>		11. Supervisory Status Code <div style="border: 1px solid black; padding: 2px;">2 - Supervisor or Manager</div>			
		12. Competitive Level Code		13. Competitive Area		14. Drug Testing <div style="border: 1px solid black; padding: 2px;">Yes</div>	
		15. Extramural % <div style="border: 1px solid black; padding: 2px;">&lt;25%</div>		16. Functional Class Code <div style="border: 1px solid black; padding: 2px;">92</div>		17. Medical Monitoring <div style="border: 1px solid black; padding: 2px;">No</div>	
		18. Position Sensivity <div style="border: 1px solid black; padding: 2px;">NonSensitive</div>		19. Security Clearance <div style="border: 1px solid black; padding: 2px;">0 - Not Required</div>		20. Position Risk <div style="border: 1px solid black; padding: 2px;">3 - High</div>	
		21. Emergency Essential <div style="border: 1px solid black; padding: 2px;">No</div>		22. Developmental Position <div style="border: 1px solid black; padding: 2px;">No</div>		23. Full Performance Level <div style="border: 1px solid black; padding: 2px;">15</div>	
24. Position Classification		Official Title of Position			Pay Plan	Occupational Code	
a. Official Allocation		*Supervisory Environmental Engineer/Physical Scientist/Life Scientist			GS	* 0401/0819/1301	
25. Organizational Title of Position (if different from official title)  <div style="border: 1px solid black; padding: 2px;">Deputy Director</div>		26. Name of Employee (if vacant, state such)  <div style="border: 1px solid black; padding: 2px;">Vacant</div>					
27. Department, Agency, or Establishment Hierarchy							
a. 1st Tier Org Code		1st Tier Org Description <div style="border: 1px solid black; padding: 2px;">US Environmental Protection Agency</div>					
b. 2nd Tier Org Code <div style="border: 1px solid black; padding: 2px;">V0000000</div>		2nd Tier Org Description <div style="border: 1px solid black; padding: 2px;">Region 6</div>					
c. 3rd Tier Org Code <div style="border: 1px solid black; padding: 2px;">VC000000</div>		3rd Tier Org Description <div style="border: 1px solid black; padding: 2px;">Enforcement and Compliance Assurance Division</div>					
d. 4th Tier Org Code		4th Tier Org Description					
e. 5th Tier Org Code		5th Tier Org Description					
<b>28. Supervisory Certification:</b> <i>I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships. The position is necessary to carry out Governmental functions for which I am responsible. This certification is made with knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.</i>							
a. Typed Name and Title of Immediate Supervisor <div style="border: 1px solid black; padding: 2px;">Cheryl Seager, Director</div>				b. Typed Name and Title of Higher-Level Supervisor or Manager <div style="border: 1px solid black; padding: 2px;">Cecil Rodrigues, Deputy Regional Administrator (Acting)</div>			
Signature <div style="border: 1px solid black; padding: 2px;"> </div>		Date <div style="border: 1px solid black; padding: 2px;">03/22/2022</div>		Signature <div style="border: 1px solid black; padding: 2px;"> </div>		Date <div style="border: 1px solid black; padding: 2px;"></div>	
		Digitally signed by Seager, Cheryl DN: cn=Seager, Cheryl, email=Seager.Cheryl@epa.gov Date: 2022.03.22 16:36:10 -05'00'				Digitally signed by JAMES MCDONALD Date: 2022.03.22 16:19:51 -05'00'	
<b>29. Classification/Job Grading Certification:</b> <i>I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformation with standards published by the U. S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standard.</i>				<b>Information for Employees:</b> The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or U.S. Office of Personnel Management.			
a. Typed Name and Title of Official Classifying the Position <div style="border: 1px solid black; padding: 2px;">Tina Mak, Supervisory HR Specialist</div>				30. Position Classification Standards Used in Classifying/Grading Position <div style="border: 1px solid black; padding: 2px;">Professional Work in the Natural Resources Management and Biological Sciences Group, 0400 September 2005; Professional Work in the Engineering and Architecture Group, 0800 November 2008; General Schedule Supervisory Guide HRCD-5 June 1998, April 1998</div>			
Signature <div style="border: 1px solid black; padding: 2px;"> </div>		Date <div style="border: 1px solid black; padding: 2px;">4/12/22</div>					
31. Remarks  <div style="border: 1px solid black; padding: 2px;">             *This position may be filled as a Supervisory Environmental Engineer (0819), a Supervisory Physical Scientist (1301) or a Supervisory Life Scientist (0401)              May not be IA'e due to Supervisory Position.           </div>							
<div style="border: 1px solid black; padding: 2px;">22 0741627</div>							

**Supervisory Environmental Engineer/Physical Scientist/Life Scientist**  
**GS-0819/1301/0401-15**  
**Deputy Director**

**I. INTRODUCTION**

Introduction

The incumbent serves as the Deputy Division Director of the Enforcement and Compliance Assurance Division (ECAD). Serves as a Deputy Director, participating with the Director in planning, organizing, directing, controlling and coordinating the programs of ECAD. Serves as an alter ego to the Director and fully shares with the Director the direction of all phases of the Division's program and work. Provides support and shares with the Division Director the administration and evaluation of all division activities including the planning, management, direction and control within the division. Exercises delegated authority to oversee the overall planning, direction and timely execution of administrative programs and activities.

Major Duties and Responsibilities

Serves as a Deputy and with the Director, is responsible for overall program management, strategic planning, budgeting, communications, and all managerial, administrative, and programmatic functions. Serves as advisor to the Division Director senior regional managers (Regional Administrator, Deputy Regional Administrator, Division Directors), and other EPA senior managers in EPA Headquarters and other EPA regions, on matters concerning the national Agency Enforcement and Compliance Assurance Programs. The incumbent acts for Division Director during the Director's absence. ECAD recommends to the Regional Administrator goals, priorities, and objectives for the regional enforcement and compliance assurance programs. ECAD is responsible for developing and implementing Regions 6 enforcement and compliance assurance programs and statutes EPA administers in Arkansas, Louisiana, Oklahoma, New Mexico and Texas. The Enforcement and Compliance Assurance Division works closely with the other Region 6 divisions, Office of Regional Counsel (ORC), Criminal Investigations Division (CID), and Department of Justice (DOJ) to deliver a comprehensive enforcement and compliance assurance program utilizing the entire spectrum of compliance assurance tools available to the region. This includes strategic planning for enforcement, compliance monitoring and compliance assistance activities, conducting inspections, developing enforcement cases, preparing and issuing administrative actions, assessing penalties, developing judicial enforcement actions, negotiating settlements, measuring and reporting results of the Region's enforcement efforts.

The Division works with federal, state, local and tribal partners in ensuring environmental compliance. ECAD coordinates and collaborates with States and Tribes on enforcement planning and implementation for delegated programs. The Division maintains responsibility for planning and implementation of enforcement and compliance assurance in direct implementation programs.

The Division works with ORC and the National Program Manager (NPM) - Office of Enforcement and Compliance Assurance (OECA) to implement EPA statutes, enforcement policies and regulatory requirements, and provides guidance and advice on compliance and enforcement matters.

The Enforcement and Compliance Assurance Division enforces a broad spectrum of Federal environmental laws, including the Clean Air Act (CAA), Clean Water Act (CWA), Safe Drinking Water Act (SDWA), Resource Conservation and Recovery Act (RCRA), Federal Insecticide, Fungicide and Rodenticide Act (FIFRA), Toxics Substance Control Act (TSCA), Emergency Planning and Community Right-To-Know Act (EPCRA), Marine Protection, Research, and Sanctuaries Act (MPRSA), and other Federal Statutes.

Program functions shall include planning, managing, and implementing the Region's enforcement, compliance monitoring, and compliance assurance activities in the following programmatic areas:

- Clean Air Act (CAA)
- Clean Air Act (CAA) 112(r)
- Clean Water Act (CWA) – National Pollutant Discharge Elimination System (NPDES)
- Clean Water Act (CWA) – Wetlands (404)
- Clean Water Act (CWA) – Oil Pollution Act (311)
- Safe Drinking Water Act (SDWA) – Underground Injection Control
- Safe Drinking Water Act (SDWA) – Public Water Systems
- Resource Conservation and Recovery Act (RCRA) (with exception of Corrective Action)
- Resource Conservation and Recovery Act (RCRA) – Underground Storage Tank (UST) (with exception of Corrective Action)
- Federal Insecticide, Fungicide and Rodenticide Act (FIFRA)
- Toxics Substance Control Act (TSCA) – Core (includes Asbestos Hazard Emergency Response Act – AHERA)
- Toxics Substance Control Act (TSCA) - Lead Paint
- Toxics Substance Control Act (TSCA) – Polychlorinated Biphenyl (PCBs)
- Emergency Planning and Community Right-To-Know Act (EPCRA) 313
- Emergency Planning and Community Right-To-Know Act (EPCRA) Non-313 (EPCRA 311/312) / Comprehensive Environmental Response Compensation and Liability Act (CERCLA) 103
- Comprehensive Environmental Response Compensation and Liability Act (CERCLA) 121(d)(3) (CERCLA Offsite Rule)
- Marine protection, Research, and Sanctuaries Act (MPRSA)
- Non-CERCLA Federal Facilities Enforcement

The Deputy Director speaks authoritatively to stakeholders and customers on compliance assurance matters under the purview of this legislation. Provides national and regional leadership and technical direction in the formulation of division plans for conducting environmental justice and pollution prevention programs appropriate to varying economic and environmental conditions. Analyzes economic and environmental conditions and develops strategies for building partnership and attaining regional strategic goals.

As the Deputy Director in the ECAD, the incumbent will oversee the Division's budgetary duties with respect to EPM monetary resources. This position will also coordinate Emergency Response duties for the Division.

Assists the Division Director, whose duty is to plan, organizes, direct, control, and coordinate the Regional enforcement programs under Federal law. This involves assisting the States in developing comprehensive programs, including plans for the achievement of environmental standards and compliance goals for air, water and land and, coordinates with the Laboratory Services and Applied Science Division, to provide or arrange for technical assistance to State and local agencies in developing and implementing environmental compliance programs.

Exercises continuing responsibility for effectively supporting the EEO/Affirmative Action Program. Communicates this support to subordinates and takes positive actions to motivate and furnish opportunities to all employees to participate in training, reassignments, details, and other actions to enhance their career development and potential for a portion of the division as designated by the Director.

Serves as the coach of organizational self-managed work teams or as an advisor to cross program workgroups. Assists team coordinators and workgroups in developing and maintaining effective work processes. Ensures appropriate training, resources, information performance feedback, and encouragement needed for teams and workgroups to meet performance goals. May act as an arbitrator in group conflicts or as counselor or team coordinators and individual team and workgroup members.

Specifically:

1. Program Planning: Shares with the Director in directing the planning, administration and evaluation of all the above activities. Guides and adjusts assigned programs to meet changing needs and requirements. Anticipates needs, requirements, problems, developments and trends so that innovative programs can be planned and integrated into overall Office programs. Keeps informed of the status and progress of office work to ensure the achievement of program goals and objectives. Studies, evaluates and plans for implementation of federal objectives that are required by legislation and regulations and evaluates the need for development or modification of policies (local and national) potentially impacted by legislative or regulatory initiatives. Collaborates with other key officials in developing the regional plan and programs, both immediate and long-range to be formulated and carried out by the region in order to achieve the legal, regulatory, and policy objectives of the Regional program. Provides overall planning, budgeting, accountability, and communications services for the division.

2. Program Organization: Assists the Director in accomplishing and directing the actions involved in organizing the responsible regional programs across the Southeast. Reviews and evaluates organization effectiveness and operational impact and formulates recommendations for ongoing program improvement. Receives input from staff in all operational components

regarding available resources and develops recommendations for the effective allocation and utilization of resources required to accomplish the regional program within the parameters established by the legislation and Agency policy. Reviews the regional organizational and functional assignments in terms of meeting program goals and objectives. Provides advice and consultation to the Director, and other division managers to ensure sound and productive decisions on policy, development, implementation and reviews labor relations issues, equal opportunity, diversity and emerging program evaluation issues and other operational issues. Recommends to the Director program activities to be tracked and reported on to evaluate office effectiveness and develops and monitors measures for productivity and quality accountability for the organization's staff. Develops office criteria for staff performance standards within the framework of Agency and Regional guidance in order to achieve consistency and individual accountability.

3. Program Direction: Directs the actions involved in organizing and implementing the divisional programs. Formulates strategy and recommends to the Director short and long-range plans for optimum utilization of resources, including funds, necessary to accomplish the organization's mission. Makes decisions in the administration of the work within broad policy and regulatory parameters. Directs Regional efforts in delegated program areas to ensure compliance with governing requirements. Shares with the Director in monitoring the accomplishments of and reviews all projects and initiatives pertaining to the division. Reviews reports submitted by managers to determine the validity of recommendations and conclusions, and compliance with statutory and other requirements. Conducts continuing program review and analysis to determine project or program costs, state of expenditures versus budget allocations, need for reprogramming, necessity to modify or terminate certain activities or projects in order to ensure efficient and effective management of Regional resources, and other accomplishments of mission objectives. Conducts special studies to resolve specific problems in such areas as resource allocations, program deadlines, management improvement and cost reduction programs. Directs and manages specific projects identified by the Director. Projects often relate to multiple offices, branches or divisions. Advises the Director on courses of action that would be most beneficial to the Offices, Divisions and the Region.

4. Program Coordination: Working with the Director and Deputy Directors of client organizations, plans and implements Regional initiatives in areas of responsibility. Works with senior leadership to ensure the administrative and management needs of the Regional office and field offices are met. Assists in accomplishing or directing the actions involved in coordinating the program with internal and external organizations, determining or recommending the compromises to be made and maintaining the effective relations with interested groups. Coordinates with the Director on specific problems which may arise, especially those of a precedent-setting or unusually controversial nature. Through a well-developed business acumen, provides specialized counsel on issues which require the drawing together of program requirements, budget data, personnel management and other administrative requirements so that those elements are consistently integrated into Regional decision-making. In this regard, the incumbent is an internal consultant who assures that programmatic decisions and strategies are in line with sound budget and other administrative requirements contained in the Code of Federal Regulations, Agency budget guidance, the Government Performance and Results Act, EPA manuals and issuances, and negotiated agreements.

5. Program Control and Forecasting: Recommends to Director what program activities will be tracked and reported on to evaluate division effectiveness and to serve as measures for productivity and quality accountability for all division staff. Develops Divisional criteria for staff performance standards within the framework of Agency and Regional guidance to achieve consistency and individual accountability.

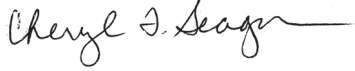



Recommends to the Director what program activities will be tracked and reported on to evaluate office effectiveness and to serve as measures for productivity and quality accountability for all office staff. Develops office criteria for staff performance standards within the framework of Agency and Regional guidance to achieve consistency and individual accountability. Directs and manages specific projects identified by the Director. Projects often relate to multiple offices/branches and/or divisions. Advises the Director on courses of action that would be most beneficial to the Offices, Divisions and the Region.

6. Program Operations: Assists in directing the day-to-day operations of the division, individually or through delegation to the Office/Branch Chiefs, including correspondence control, budgets and meetings. Makes decisions to expedite the flow of work down to the office/branch level and upward to the Regional Administrator. Exercises discretion in approving administrative actions for the Director and signing correspondence for him/her. Determines fiscal and personnel requirements and controls expenditures. Overviews, tracks, and assists in the operations of the Region with the objective being to achieve coordinated, integrated, efficient, and effective programs of environmental protection, control and enhancement, and provides management relations with other parts of EPA and the states to achieve these objectives.

7. Exercise supervisory personnel management responsibilities. Direct, coordinate, and oversee work through subordinate supervisors. Advise staff regarding policies, procedures, and directives of higher-level management or headquarters. Select candidates for subordinate non-supervisory positions and recommend selections for subordinate supervisory positions taking into consideration skills and qualifications, mission requirements, and EEO and diversity objectives. Ensure reasonable equity among units of performance standards developed, modified, and/or interpreted and rating techniques developed by subordinate supervisors. Explain performance expectations to subordinate supervisors and employees directly supervised and provide regular feedback on strengths and weaknesses. Appraise performance of subordinate supervisors and other employees directly supervised and serve as reviewing official on evaluation of non-supervisory employees rated by subordinate supervisors. Approve expenses comparable to within-grade increases, extensive overtime, and employee travel. Recommend awards for non-supervisory personnel and changes in position classification to higher level managers. Hear and resolve group grievances and employee complaints referred by subordinate supervisors and employees. Initiate action to correct performance or conduct problems of employees directly supervised and review and/or approve serious disciplinary actions (e.g. suspensions, removals) involving non-supervisory subordinates. Ensure documentation prepared to support actions is proper and complete. Review developmental needs of subordinate supervisors and non-supervisory employees and make decisions on non-routine, costly or controversial training needs and/or requests for unit employees. Encourage self-development. Approve leave for subordinate supervisors and ensure adequate coverage in organization through peak workloads and traditional holiday vacation time. Demonstrate sensitivity to ideas of subordinates. Ensure actions taken directly as well as those by subordinate supervisors promote an environment in which employees are empowered to participate in and contribute to effective mission accomplishment. Discharge security responsibilities by ensuring education and compliance with security directives for employees with access to classified/sensitive material or Confidential Business Information. Recognize and take appropriate action to correct situations posing a threat to the health or safety of subordinates. Apply EEO principles and requirements to all personnel management actions and decisions, and ensure all personnel are treated in a manner free of discrimination. Explain classification determinations to subordinate employees.

## POSITION RISK & SENSITIVITY DESIGNATION CHECKLIST

Position's Organization: ECAD	
Position Title: Deputy Director	
Pay Plan/Series/Grade (Full Performance Level): GS-0401-0819-1301-15	
Service Agreement Number (SAN): 22 BV5800296	
Supervisor Name: Cheryl Seager	Supervisor Phone Number: 214-665-3114
Supervisor Signature:   Digitally signed by Seager, Cheryl DN: cn=Seager, Cheryl, email=Seager.Cheryl@epa.gov Date: 2022.03.22 16:40:28 -05'00'	

### STANDARDIZED POSITIONS

Position Title
Select One

### NON-STANDARDIZED POSITIONS

For All Non-Standardized positions, provide the following information:

1. Does the position require access or eligibility for access to classified information?	<input type="radio"/> Yes	<input checked="" type="radio"/> No
--If Yes, Select--		
2. Does the position involve National Security duties?	<input type="radio"/> Yes	<input checked="" type="radio"/> No
--If Yes, Select--		
3. Does the position involve fiduciary responsibilities/obligation or approval of funds?	<input type="radio"/> Yes	<input checked="" type="radio"/> No
--If Yes, Select--		
4. Does the position involve public contact/interaction/liaison duties?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
<input checked="" type="checkbox"/> Federal Agency <input checked="" type="checkbox"/> Interest Groups <input checked="" type="checkbox"/> Agency <input checked="" type="checkbox"/> Local Agency <input checked="" type="checkbox"/> Tribal Government <input checked="" type="checkbox"/> Academia <input checked="" type="checkbox"/> Private Industry <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Media <input checked="" type="checkbox"/> General Public		
5. Does the position involve access to or control over personal, private, sensitive but unclassified, controlled classified, or proprietary information?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
If Yes, Explain: The individual will have access sensitive EPA information and other data		
6. Does the position require access to or control over hazardous or dangerous material (toxic, nuclear, biological, chemical, radiological)?	<input type="radio"/> Yes	<input checked="" type="radio"/> No
If Yes, Explain:		
7. Does the incumbent make independent decisions or authoritative recommendations not subject to substantive verification or supervisory approval/sign off?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
If Yes, Explain: The individual will authorize travel, timecards, awards, PARS, and etc.		

*\*Supervisors, GS-14 and above positions, and scientific/engineering positions are at least non-sensitive, moderate risk. Division Directors and Deputy Directors are at least non-sensitive, high risk. Criminal Investigator positions are always critical-sensitive, high risk.*

# Position Designation Record

Department Large Independent agency (1000 or more employees)  
Agency ENVIRONMENTAL PROTECTION AGENCY  
Supplemental Duty  
Position Title SUPV INTERDISCIPLINARY SCIENTIST ENG  
Position Description  
Series and Grade/Pay Band GS-0819-15  
Position Description Number DXXXX15  
Designator's Name & Title MICHELLE BROSSEAU, HR SPEC (CLASS)

## Final Position Designation and Investigation

Sensitivity Level	Risk Level	Investigation	Form
Non-Sensitive	High Risk	Tier 4	SF 85P

Label	Points
Total Initial Position Designation Points from Step 2	80
Adjusted Position Designation Points from Step 3	70

## Summary

### National Security

No national Security Duties

### Suitability

Duties	Degree of Potential for Compromise or Damage
Public safety and health services, regulation, enforcement, and protection (Food safety and inspection, occupational health and safety, transportation safety, environmental safety and hazard mitigation)	Severe impact Immediate, significant, and independent responsibility for protecting the public's health and safety in areas outside of national security, such as: <ul style="list-style-type: none"><li>• Food safety and inspection</li><li>• Occupational health and safety</li><li>• Transportation safety enforcement</li><li>• Environmental safety</li><li>• Environmental hazard mitigation</li></ul>
Protection of personal, private, controlled unclassified, or proprietary information-with the potential to damage the public's trust (includes access to or processing of personal	Moderate impact Access and control over personal, private, proprietary, or controlled unclassified information, the unauthorized disclosure of which could negatively impact the public's trust, through serious damage/harm to:



Duties	Degree of Potential for Compromise or Damage
information such as that protected by the Privacy Act (PA) of 1974, exempt from disclosure under the Freedom of Information Act (FOIA), financial data, or privileged information involving the award of contracts, contractor proprietary information, etc.)	<ul style="list-style-type: none"> <li>• The integrity or efficiency of the service</li> <li>• Individuals or business entities</li> <li>• Government programs or operations impacting the public's trust</li> </ul>
Government service delivery, including customer service or public liaison duties	<p>Moderate impact</p> <p>Duties involve customer service responsibilities and/or public liaison that could negatively impact the public's trust through moderate damage/harm to:</p> <ul style="list-style-type: none"> <li>• The integrity or efficiency of the service</li> <li>• Individuals or business entities</li> <li>• Government programs or operations impacting the public's trust</li> </ul>

### Adjustment for Scope of Program and Correlation to Extent of Impact

Program Scope and Impact	Impact
Adjustment for Scope of Program and Correlation to Extent of Impact	<p>Agency Impact</p> <ul style="list-style-type: none"> <li>• Program operations affect only one agency. Misconduct or damage would have potential for a local impact on the agency, and/or the individuals or private entities affected by the agency.</li> </ul>
Level of Supervision	Ability to act independently
Adjustment for level of supervision or other controls	<p>Limited or no supervision - ability to act independently in almost all areas almost all of the time</p> <ul style="list-style-type: none"> <li>• Occasional review from a perspective of major policy issues by a superior who likely has no relevant expertise in the technical aspects of the duties performed.</li> </ul>

Designator's Name: MICHELLE BROSSEAU, HR SPEC (CLASS)

Designator's Signature: Sarah J. Martini Date: 04/11/2022